



GENIE
CLEANING GROUP

EQUITY, DIVERSITY AND INCLUSION POLICY

Our Commitment

At The Genie Group, we are committed to upholding the principles of equity, diversity, and inclusion (EDI) as outlined in the Equality Act 2010. We recognise the positive duty to eliminate discrimination, advance equality of opportunity, and foster good relations across all protected characteristics. Our policy is underpinned by measures to ensure compliance and create an inclusive workplace.

Principles

Diversity: We recognise and celebrate the diversity of our workforce, acknowledging that each individual brings unique experiences, backgrounds, and perspectives. We are committed to cultivating an environment where diversity is not only accepted but embraced and integrated into every facet of our company.

Equity: The Genie Group is committed to providing fair and equal opportunities for all employees, irrespective of their race, ethnicity, gender, sexual orientation, religion, disability, or any other characteristic. We strive to create an environment where everyone has equal access to resources, growth opportunities, and advancement within the company.

Inclusion: We are dedicated to fostering an inclusive workplace culture where all employees feel valued, respected, and heard. We actively encourage open dialogue, collaboration, and engagement among our diverse teams to ensure that every voice is heard and every perspective is considered.

Implementation

Recruitment and Hiring: We are committed to recruiting from diverse talent pools, ensuring that our hiring processes are fair, unbiased, and inclusive. We encourage diversity at all levels of the organisation and seek to eliminate any barriers that might hinder the recruitment of individuals from underrepresented groups.

Measures: The Genie Group ensures that job vacancies are advertised widely and using platforms that reach diverse audiences. Additionally, training programs are designed to offer equal opportunities for skill development and career advancement to all employees.

Training and Development: The Genie Group provides ongoing training and development opportunities that promote diversity awareness, equity, and inclusion. We strive to educate our employees on the importance of EDI and provide resources to foster an inclusive mindset.

Measures: Mandatory, specialised training is provided for managers and HR personnel to handle EDI-related matters effectively.

Workplace Culture: We foster a workplace environment that is free from discrimination, harassment, and prejudice of any kind. Our policies and practices are designed to promote respect, tolerance, and understanding among all employees.

Measures: We actively encourage employee resource groups and forums that allow open discussions, cultural celebrations, and knowledge sharing to enhance understanding and relationships among employees from diverse backgrounds.

Accountability and Review

The Genie Group is committed to regularly reviewing and evaluating our diversity, equity, and inclusion practices. We encourage feedback from our employees, clients, and stakeholders to continually improve and adapt our policies to reflect the evolving needs of our workforce and society.

Policy Review:

This policy will be reviewed annually to ensure its effectiveness and compliance with evolving legal requirements.

Action plans will be developed based on annual report findings to address any disparities or issues identified. This includes adjustments to policies, procedures, and initiatives to improve EDI.

Conclusion

At The Genie Group, EDI is integral to our success. We are dedicated to creating a workplace that respects and values the contributions of every individual, fostering an environment where everyone can thrive and contribute their best.

SIGNED:



Cavan Wardell
Managing Director

DATE: 02/01/2024

